

Session 25: Measuring the success of your coaching

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Today we are exploring

- Measuring the effectiveness of your coaching
- How do we know if coaching has been successful?
- Examples of growth: losing our teeth
- Paperwork we can use
- What this means for you personally
- The importance in a parenting context

What does ‘measuring the success of your coaching’ mean to you?

- ✓ When have you experienced successful coaching either as the coach or the coachee?
- ✓ What criteria did you use to measure the success of the process?
- ✓ How does it feel in your body when you think of successful coaching?
- ✓ What could make the process even more successful?
- ✓ What does successful coaching help you to do, be or have?
- ✓ What helps you to do successful coaching with someone else?
- ✓ How do you know it is working?
- ✓ What do you do if it stops working?
- ✓ What else do you notice?
- ✓ What paperwork do you want in place to make this consistent for you and your coachees?
- ✓ Explore the different ways of measuring coaching success in the course materials for ideas

How do we know if coaching has been successful?

Is it because:

- ✓ The coachee is happy?
- ✓ The coachee's child is happy?
- ✓ Everyone around the coachee thinks the coachee is great?
- ✓ The coachee thinks you are a great coach?
- ✓ The coachee is doing something different?
- ✓ The coachee is doing the same thing?
- ✓ The coachee is doing something you love?
- ✓ The coachee decides to stop having coaching?
- ✓ The coachee decides to carry on having coaching?

Example of growth: Losing our teeth

- ✓ When we are little we have 20 teeth and as an adult we have 32 teeth
- ✓ We lose all 20 of those teeth in order to grow
- ✓ It can be scary, painful, feel weird, we can resist it, it can happen without us noticing, it can make us feel differently about ourselves, it can make us look different, we can change our perspective of ourselves, we can regret the loss, we can appreciate the tooth fairy, we can learn to love our new selves
- ✓ This process is successful when there is loss, growth, change, pain, resistance, frustration, annoyance, fear, joy, hope, love – all our emotions!
- ✓ We can measure the:
  - ✓ Numbers of teeth
  - ✓ Intended and unintended change that has happened
  - ✓ Feelings about the process
  - ✓ Sense of completion

What we can use to measure our success as a coach

Paperwork that can help us to monitor over time and evaluate:

- ✓ Pre-coaching questions including: how do you know this coaching will have been successful?
- ✓ Preparation for coaching sheets
- ✓ Individual session notes, actions planned and actions achieved
- ✓ At the end of each session: what would make the coaching even more powerful next time?
- ✓ Reflection sheets from the coach and coachee, head and heart based
- ✓ Feedback form for the coachee
- ✓ Feedback form for the coach supervisor
- ✓ Reflection on Global Code of Ethics
- ✓ Reflection on AC Coaching Competency Framework
- ✓ Evaluation relevant to the coaching model used

What this means for you personally

- ✓ Reflect on your experiences of successful coaching – what helps you to feel the process has been successful?
- ✓ Use the questions at the start of this session to help you reflect
- ✓ Identify 3 ways you want to use coaching standards to improve your coaching at the moment – with awareness that you can explore other aspects another time
- ✓ Plan what you will do over the next month to develop your standard of coaching
- ✓ Look through the lens of how particular standards may help you with clarity as a parent
- ✓ Consider how monitoring and evaluating a process can help other parents

The importance in a parenting context

- ✓ The ability to explore the success of your coaching skills will naturally influence your parenting, whether you focus on it or not
- ✓ You can share this ability with coachees, both formally by showing and explaining, and informally by modelling the approaches in your sessions
- ✓ You can pick the knowledge, skill or behaviour that feels relevant in the context:
  - ✓ Introducing the coachee parent to the TGROW model and some examples of coaching questions may help the coachee to explore different ways of interacting with their child
  - ✓ What coaching skills could the coachee use to help the coachee's child to flourish?
  - ✓ How does the child feel in their body when a coaching approach is used?
  - ✓ How can the coachee check in with their child to explore what is working and develop their coaching approach further?
  - ✓ What can the coachee do to move the coaching approach from the house to other places?
  - ✓ How can the coachee negotiate with others to ensure a coaching approach is maintained with the child?